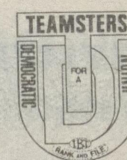


Special 4-page Insert: Teamster Pension Report

CONVOY DISPATCH



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 1996 #154

'What Election?'

Teamsters Face the Future

In mid-November, 1.4 million Teamsters will receive ballots in the second-ever election for Teamster president. Some people predict that most will promptly discard their ballot. To them it's "what election?"

Labor leaders and experts agree that this election will determine the future course of our union and perhaps also the course of labor.

The future of labor—and of the American dream—is on the line. Yet many members will toss out those ballots with yesterday's coffee grounds.

If that bothers you, it should. But you have the power to change it. If you, and the 100,000 others who read this paper, talk to fellow Teamsters about it, we can tip the balance of participation.

Here's what not to do. Don't blame the members; blame doesn't motivate. Don't just tell them who to vote for. They've heard lots of charges and counter-charges—some true, some bogus.

Tell them the future of our union is on the line. This election is not just about who's more honest or a better leader. It's about this union's future. It's about whether we go back to the one-man union, or forward to a participatory union.

Candidates often promise you a better contract or a bigger pension. But your contract and pension depend much more on the strength of our union and the whole labor movement. And that depends on members getting involved.

Forget the sound bites. Here is what James Hoffa Junior himself tells you he will do. He will bring back "local autonomy." That means each local is on their own, like 550 little islands standing alone against multinational corporations. That means each local official is free to be corrupt, without the International stepping in. Hoffa tells us he will not put locals in trusteeship, even after the Independent

Review Board conducts investigations and finds pay-offs and employer ties. Hoffa says he will get rid of the "outsiders"—labor experts—who are helping to plan corporate campaigns, organizing strategy, and political and legal tactics. He will bring in his friends from Detroit, such as Richard Leebove, his PR director. Leebove was the head of the BLAST goon squad used by old guard officials to violently attack members, as documented by the President's Commission on Organized Crime.

These are exactly what Hoffa says he will do. Toss out the experts, bring in his Detroit crowd of juniors. Abandon new tactics and strategies, and go back to what his dad did in the 1950s. The 1950s? The person we elect will serve into the next century!

With Carey, we have a chance—a good chance—to take this union into

the next century growing and leading a new labor movement. Carey's not perfect, but he's willing to innovate, to bring in new rank and file leaders and new ideas. And he's not afraid to open it up to the members.

No single leader can make our union strong. But leaders can open up our union to the members, and that's our strength.

With Hoffa's crowd, this union goes backward to "local autonomy," goon squads, and 1950's ideas warmed over. It's a plan to keep things easy for certain officials who can serve out their time as our union slides downhill.

Will members take their future into their hands? It's up to Teamsters like you to spend the coming weeks talking in your shop. Talk about our union, about the future. Talk about how only our participation can make our union strong.

Your Ballot for the Future

Soon all Teamsters will get a ballot in a democratic, impartially supervised election. How we use those ballots will help shape labor history.

This membership application is an important ballot also. Your TDU membership will help support the organization working for a strong, innovative and democratic labor movement. Cast your vote for the future—

JOIN TDU TODAY

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

TDU Rank & File Convention

Oct. 11-13—St. Louis

Our union's future is on the line. Don't sit on the sidelines—attend the most important Teamster event of the year!

See pages 10-11 for more information and to register.



CAREY CAMPAIGN ON THE MOVE. Ron Carey, shown above with SDMI workers in Tracy, Calif., has been talking to and meeting with Teamsters across the country. For more campaign news, see pages 4 and 5.

Trusteeship Was Just the Beginning

Armed with New Leadership, Local 966 Members Take on Employers

Fresh out of nearly two years of trusteeship and buoyed by an overwhelming (10 to one) victory in a first-ever membership vote for officers, the 2,500 members of New York City Local 966 could have rested on their laurels, satisfied that the job of rebuilding their union was complete. After all, the old corrupt officers had been replaced with new, honest leadership.

What they found instead is that the job has only just begun. Armed with new rights and representation, members are taking on shop floor battles that would have been swept under the rug before the local changed. And on a larger scale, some 150 members at eight companies recently struck an employer association with ties to the family that once controlled Local 966.

The strike, now in its eighth week, began after a year and a half of stalling by the employer association. The employers, printing companies that do work for major construction and architectural firms in New York, took an aggressive, union-busting stance. They

'No Justice, No Tortillas!'

Teamster tortilla delivery drivers in Los Angeles ratified a contract on Sept. 18, ending a 46-day strike. 171 members of Local 63 struck GRUMA, a massive corn flour and tortilla multinational corporation headquartered in Mexico. The company controls 70 percent of the southern California market for these products.

The local leadership reached out to the community for support, working closely with the Los Angeles Manufacturing Action Project (LAMAP). Demonstrations were held at the Mexican consulate and leafletting took place at area fast food restaurants and groceries promoting a boycott.

The new contract boosts pay 24 percent over the five-year term of the agreement and restricts subcontracting of work to nonunion drivers.

Local 63 secretary-treasurer Randy Cammack told us, "This is a struggle that makes us proud of our union. Three years ago when they were organized these hard-working people made the minimum wage and were at the boss's mercy. The union made a difference. The members did it, with community support. And Ron Carey came to the picket line to boost morale and put the International behind us."

demanding work rule changes, elimination of the pension plan at any time, and members' self-payments into the medical plan, a demand that would erase any wage increases.

The employers' stance was encouraged by the active intervention of Vincent Sombrotto, former Local 966 president, and the McCarthy family which controlled the local for decades.

"Sitting across from us at the table representing the employers," striker and Local 966 president Mike Wilson explained, "was Randy McCarthy. Randy's daddy was convicted four times for labor racketeering. Randy's brothers Glenn and Brian had both worked for 966 in the past. They saw the blueprint contract as a way to attack the trusteeship and then the new leadership of 966. It didn't take much for the membership to decide we had to fight back."

Several weeks into the strike, members learned that replacement workers were distributing cards for another union, independent Local 116, one of a number of fronts operated by Sombrotto and the McCarthy family. Clearly, Sombrotto had sent in scabs.

At the same time, Sombrotto visited picket lines and called members at home, telling them that the "strike was a mistake" and to go back to work. Although barred from the Teamsters, the employers' good friend Vinnie was still there for them when needed.

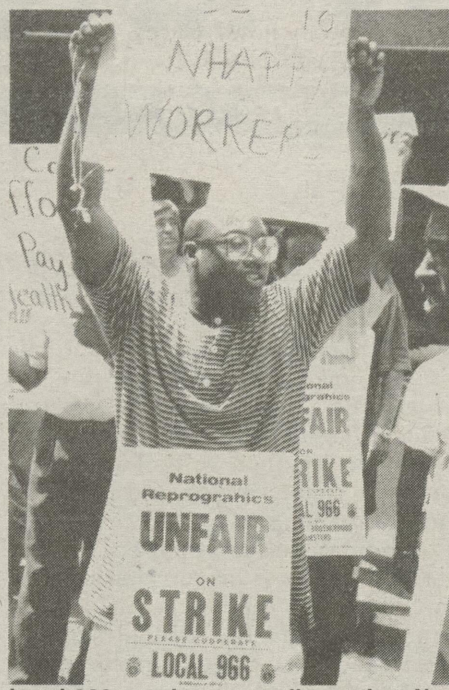
Despite these strong-arm tactics, membership determination remains high. And, thanks to New York unemployment rules, in the next two weeks unemployment benefits will kick in. As one striker pointed out, "That's going to be the most exciting part of this strike. Day in and day out, they'll see us out on the picket line messing with them—and getting paid to do it! It'll drive the companies nuts."

Other battles in the local show that old guard ghosts can be overcome with determination and rank and file action.

At Graham Field, a medical supplier with about 80 employees, members recently won a dramatically improved contract. As well as solid wage increases, members fought for and won language changes in seniority protection, work hours, and "dignity and respect" language that is now being used to counter harassment by supervisors.

A hot issue in any workplace, dignity and respect especially hit home with members at Graham Field. Almost entirely minority, predominantly women and Latino, Graham Field members had contended for years with "attitude"—ranging from condescending to outright racist—on the part of supervisors and upper management.

"We pushed for and won the lan-



Local 966 members on strike against New York printing companies.

guage in the contract, steward and TDU member Dora Cartagena pointed out, "but it doesn't mean anything unless we put it to use. We've done just that, filing grievances not just over clear cases of abuse, but also cases where management has shown disrespect for other contract rights. We've also used other tactics, like picketing during lunch time in front of the executive office windows. We don't win them all, but it's had an impact. Just this week two supervisors were fired by the company."

"Before we had no way to fight back. Now, we have respect no matter what because we can fight for our rights."

Donations can be made to the Local 966 Blueprint strike emergency fund, 321 W. 44th, New York, N.Y. 10036. For more information on trusteeships, including Local 966, get a copy of the IBT video *Teamsters: Stronger than Ever* from the IBT Education Department, 25 Louisiana Ave. N.W., Washington, D.C. 20001, (202) 624-8117.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Mike Turnure, Minneapolis Local 320

Members:

George Beam, Lexington, Ky., Local 651
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
James Jacob, Providence, R.I., Local 251
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Lucio Reyes, Stockton, Calif., Local 601

Alternates:

Bob Blanchet, San Jose, Calif., Local 287
Alex Adams, Cleveland Local 407
Willie Smith, Columbus, Ohio Local 413

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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How Many Lies Can Hoffa Tell?

Carey Takes Hoffa to Court for Slander

There's plenty of negative campaigning in this election season in the U.S. It goes with the territory. But outright lying is another thing.

Convoy Dispatch is partisan in our opinions, but when it comes to facts, we print the truth. For example, we printed the salaries of 146 Teamster officials last month, and it objectively included all officials on all sides of the political fence.

Junior Hoffa just plain lies. Here are

three that he's put out, including in his pages in the *Teamster* magazine.

Lie #1. Carey owns UPS stock.

Hoffa knows Carey never owned UPS stock. His father, a life-long UPS driver in New York, bought a few thousand dollars of stock in the 1930s when drivers were permitted to do so. Joseph Carey kept that stock all his life, as the company grew and his stock doubled over and over. When Joseph

Carey died in 1991, the stock went back to the company and the money went to his five sons.

A hard working Teamster father who saved and then left his nest-egg to his kids and grandkids. That's nothing to be ashamed of. That's something to be proud of.

Hoffa, why do you lie?

Lie #2. Carey gets contributions from multiple pensions.

Ron Carey is the *first* General President who is earning credits in just one pension plan, the one that covers IBT employees.

Carey has abolished or frozen some six officials-only pension plans, perks that were started up by Hoffa's father. Carey's got a good record on cutting these perks.

Hoffa, why do you lie?

Hoffa's Texas Ally Faces 115 Years

Hammond Indicted: Embezzlement of \$186,000

Richard Hammond was indicted on Sept. 3 in Houston on 13 counts of racketeering and embezzling \$186,000 from Local 988 over the past five years. Hammond has been the Local 988 president since 1975 and is a key political ally of James Hoffa.

The federal indictment charges Hammond with embezzling \$75,137 from a local health and welfare fund, and with using his union credit card to charge over \$65,000 in personal goods and services. These include firearms, sporting goods, pet supplies, electronic equipment, dress shoes, camera supplies, luggage, and more. Hammond was also charged with taking over \$44,000 in DRIVE money to lease personal hunting properties.

If convicted, Hammond faces up to 115 years in prison and fines of up to \$4.75 million. The case was inves-

Lie #3. Carey used a UPS attorney to swindle a family friend.

The "UPS attorney" Hoffa talks about (Joseph Previte) has never done any work, legal or otherwise, for UPS. Hoffa hired people to cook up a fake story about Carey.

Hoffa, why do you lie?

Ron Carey's record is fair game for criticism. That's part of the democratic process. But printing fabrications and lies only weakens our union's democracy and insults our intelligence.

Hoffa will be held accountable. First, by Ron Carey, who has taken Hoffa to court to make him answer for his lies.

Second, by the members, who will send our message in November. We won't vote for a liar.



Michigan Teamsters greet Ron Carey at a Sept. 15 rally in Detroit.

Campaign on the Move, But It's Up to Us

Ron Carey has been traveling about the country speaking to rallies of Carey supporters. Recent events include a Chicago picnic with between 400 and 500 members, spouses and children, and the Detroit rally pictured above where some 250 Teamsters heard Carey speak, stocked up on campaign literature, and got inspired to go out and build the campaign. Carey has also been talking to members at worksites

across the country.

These events are very important for the campaign, but the most important factor is you. Talk to the members you work with about the election. Get out to other worksites in your local or area and talk to other Teamsters about how important it is to vote in November.

Carey will reach as many Teamsters as possible, but he can't talk to 1.4 million individually. That job is up to you.

'Everyone Has Their Price'

— James Hoffa Sr.

Hogan: Free

Hoffa-Hogan fans in Chicago have a new sticker: "Free Hogan." His price has really come down!

Hoffa: \$2.25 million

Financial forms filed in August with the Election Officer by the Junior Hoffa Slate reveal that fat cat officials had already kicked in \$2.25 million by that time. The Juniors have spent three times as much as the Carey slate.

CF Labor Man to Hoffa: \$3,950.

One big Junior Hoffa supporter is John Mozena, who has given \$3,950 to Hoffa, according to Hoffa's report. Mozena is a labor relations man for Consolidated Freightways, representing the employer at grievance panels. He formerly worked for Les Singer, a Hoffa running mate from Ohio. Hoffa supporters are quite sure that Junior would not give CF a thing in exchange for this money.

U.S. Television Premiere

MOTHER TRUCKER The Diana Kilmury Story

Tuesday
Oct. 22
8 p.m. on TNT

Don't miss the compelling story of Diana Kilmury, the first woman to serve on the Teamster General Executive Board and a co-chair of Teamsters for a Democratic Union. Spread the word to all Teamsters about a movie they won't want to miss!



Diana Kilmury (left) with Barbara Williams, the actress who portrays her.

Hoffa's \$1 Strike Plan—Would it Work?

James Hoffa Junior claims he can "double or triple" strike benefits with just \$1 per-member per-month into the fund on top of the per capita to the International union. That sounds pretty good: pay \$1 a month, and double or triple strike benefits.

The trouble is, Hoffa promised this to Michigan and Ohio Teamsters a year ago, and his Ohio-Michigan Strike Fund went broke in just eight weeks! Hoffa and Les Singer (Hoffa running mate and boss of the Ohio Conference) promised members, in writing, that for

just a \$1 dues hike they could get strike benefits of \$145 a week.

A number of locals hiked members' dues a buck and joined up. Months passed as the dues flowed into Hoffa's pot. Then the Ohio-Michigan Strike Fund, before it ever paid a striker one penny, *lowered its benefits* to \$95. In September 1995 the fund started paying out, and *eight weeks later it went broke*. The affected members are still paying that buck every month to the busted fund.

Is there a lesson here? Hoffa sold the

Ohio-Michigan members a trick bag. Now he wants to sell it to all Teamsters. We should not fall for it.

Carey's Strike Fund Plan

In 1994 Ron Carey proposed a plan that would create a legally separate strike fund based on the more realistic sum of \$2 per-member per-month. Although the heads of some 250 local unions backed it, old guard officials said they would campaign against it,

almost insuring defeat.

Carey now has proposed a broad-based committee of local officers and rank and file members, with all political factions represented, to develop a consensus plan. The plan would then be put before all 1.4 million Teamsters for a vote, after the IBT officers' election. That would take the issue at least partially out of the political arena.

It may not be a perfect idea, but at least it won't go bust in eight weeks.

Hogan Leaves Hoffa-Hogan Slate

Billy Hogan Junior has dropped off the Hoffa-Hogan Slate, and Hoffa has put a stand-in candidate, Thomas Keegel, in his place. Keegel is the secretary-treasurer of Minneapolis Local 544. Hogan was hit last month with the results of an investigation by the Independent Review Board which led to a trusteeship of Chicago Local 714. Hoffa then eased him off the Hoffa-Hogan slate, even as he proclaimed his running mate innocent of the charges of running the union for the benefit of his family-owned businesses and scams.

One question for James Hoffa: If Hogan is innocent, why don't you stand up for him, instead of dumping him? If your father believed a Teamster official to be innocent, he would have stood by him all the way. If this is how you treat your running mate, how will you treat rank and file members?

Second question: What are you going to do with thousands of "Hoffa-Hogan" hats, jackets, and buttons? May we suggest you attach names with velcro, so as they are indicted or charged you can switch them more easily.



I'll Be There

Doug Mims
Vice President, Southern Region
Atlanta Local 728

A lot of Teamsters have put many years into the struggle to reform our union. We've made great progress in turning it around, but we've got a long way to go.

Now the corrupt old guard officials want to stop this movement. That's what the Hoffa campaign is about.

We need every Teamster to get involved. Come to the TDU Convention, where we'll plan our final drive to victory in this election.

Hogan Shreds Ton of Union Documents



I'll Be There

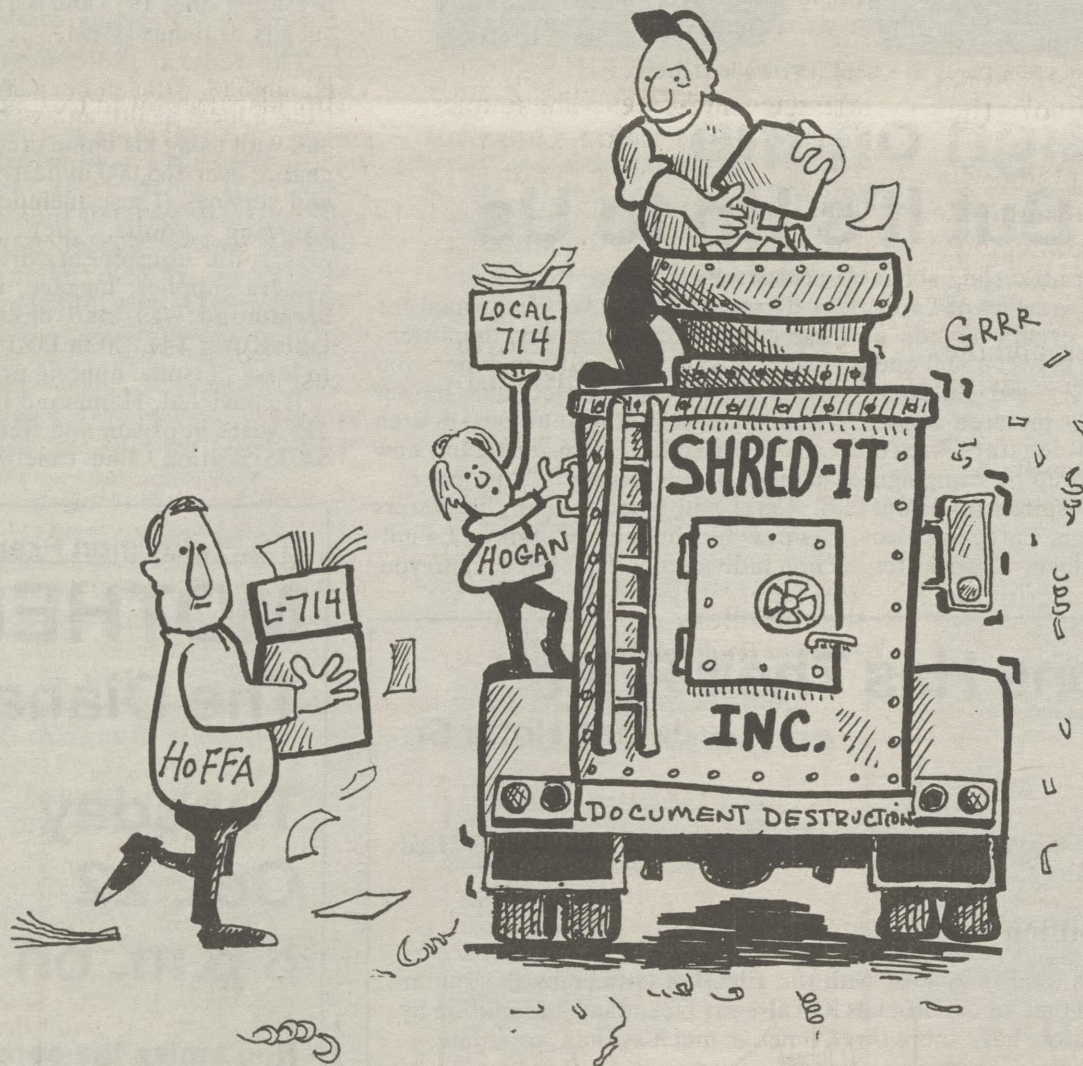
Kimberly Shanahan
Local 856, National Car Rental
San Francisco

As a part-time car rental agent, I would normally be placed in the lowest echelon of the Teamster hierarchy. I was privileged to speak as a delegate to the Teamster Convention armed with education I received from TDU. Much of that education came from attending the last TDU Convention.

I am proof that the Teamsters union has spawned democracy, but it is fragile and needs protection now more than ever. There is one thing worse than Junior winning, and that is if we stood by and did little to stop him. This is the convention to attend.

We need to protect and strengthen the democracy that allows the most seemingly insignificant member to stand up and participate in the process that directs the future of our union. Each additional person who attends the TDU Convention will have immeasurable impact on our great union. You can make a difference.

Be there. I will.



In December 1995, the court-appointed Independent Review Board (IRB) began an eight-month long investigation into allegations of corruption and nepotism in Billy Hogan Jr.'s Local 714 in Chicago. On Aug. 5, the IRB issued a 122-page report detailing an extensive web of corruption in Local 714 headed by Billy Hogan Jr. and his family.

On June 13, 1996, one month before the Teamster Convention, Hogan contracted to have "Shred-It Inc." destroy 2,225 pounds of documents at the local union hall. Hogan got a notarized "certificate of destruction" from Shred-It. He now claims this was a "routine housekeeping."

Billy Hogan Jr. dropped off of the Hoffa/Hogan Slate on Sept. 8.

Is This Hoffa's Anti-Corruption Program?

TEAMSTER PENSION REPORT

FIGHTING FOR BETTER BENEFITS FOR ALL TEAMSTERS



Cutting the Fat from Officer Pensions

- The Equity plan.
- The Conference plans.
- The Affiliates Plan.
- The Family Plan.

What do these four pension plans have in common?

They are fat cat multiple pension plans that Ron Carey and the General Executive Board (GEB) have taken every step in their power to abolish, reduce, or freeze at a savings of millions of dollars in members' dues money. That money has been redirected toward membership programs in education, communication, organizing and more, and helped the Teamsters union balance its budget for the first time in 16 years.

These officers-only pension plans have enriched hundreds of Teamster officials, good officers and bad, seniors and juniors, to the tune of hundreds of millions of dollars, all out of the members' dues money.

Ron Carey made a pledge to cut the fat out of our union. There's more to be done, but Carey has delivered on that promise by cutting away at our officers' lavish lifestyles, and the old guard hasn't stopped crying foul since.

Cut, Slash, and Freeze: Turning Fat Into Muscle

In the past five years Carey and the GEB have taken action to eliminate, freeze, or reduce outrageous officers' pensions, res-

toring millions in savings to membership programs.

•**1992 – Eliminated the Equity Plan**, an extra International officers' plan created in 1982 to supplement the maximum \$90,000 per-year pension our past leaders received from the Family Plan. In the 10 years before Carey took office, the Equity Plan had paid out more than \$5 million to 22 individuals.

•**1994 – Abolished the four U.S. area conferences**, a layer of wasteful bureaucracy that provided extra salaries and pensions for union officers. The Southern Conference of Teamsters Pension Fund and the Western States Teamster Representatives Plan have both been frozen, as has the Eastern Conference Retirement Fund covering conference employees. These actions save the union upwards of \$11 million a year in members' dues money being redirected toward organizing, education and other membership programs.

•**1994 – Froze the Affiliates Pension Plan**, established by Jimmy Hoffa Sr. in 1962 to provide a lucrative extra pension to all business agents, full-time officers, and many union staff at an average cost of \$15 million per year out of the members' dues money.

•**1995 – Reduced benefits by**

up to 40 percent in the Family Plan, the pension plan covering all International officers and staff. Cuts made would affect high-paid union officers without compromising benefits for lower-paid staff who approved the cuts through their union.

As the old saying goes, actions speak louder than words.

Millionaires Cry for More Millions

Hoffa Junior won't say where he stands on multiple pensions. He's proud of his claim to having no Teamster pensions, but that's only because he's never worked long enough as a Teamster to qualify. And Hoffa would like us to forget he became a millionaire by age 35 off the inheritance from his father's multiple pensions.

But his running mates' actions speak loud and clear:

- Sam Theodus, Hoffa slate member and a current member of the GEB, abstained on the vote to freeze the Affiliates Plan and voted against abolishing the area conferences.
- Les Singer, Hoffa candidate from Toledo, Ohio, supported a resolution at the Ohio Conference of Teamsters calling for the immediate restoration of the Affiliates Plan.
- Chuck Mack, Jon Rabine, and Jim Santangelo helped circu-

late a petition in the West telling members the abolition of the conferences would harm rank and file pensions.

•T.C. Stone, Sam Theodus, Larry Brennan, and Billy Hogan rallied in front of Teamster headquarters during the freight strike to protest the abolition of the area conferences.

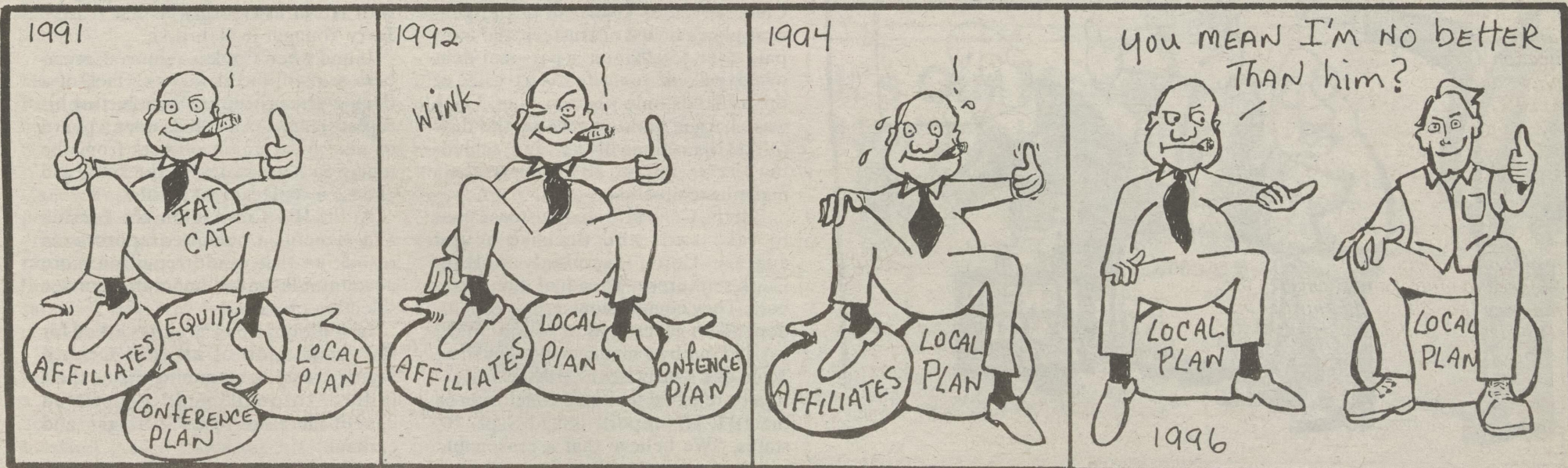
For over 30 years our dues money went to pay for the lump-sum golden parachutes of countless union officers, to the tune of hundreds of millions of dollars out of our dues money. Money that is now being spent where it should have been – on the members.

Money for organizing drives, education programs, the fight against NAFTA, and more. Money for a real *Teamster* magazine that tells the story of how our union is putting plans into action by getting more and more members involved. Hoffa Junior supports a plan to cut all of these programs and more by 40 percent.

Is that the leadership we want for our union?

Ron Carey and our elected GEB have cut out the multiple pension plans. That's what we elected them to do.

Union officers should get a good pension, the same good pension that rank and file Teamsters deserve. No more, no less.



Carey To Pension Trustees: 'Resign Now'

What are the pension trustees doing with your Central States Pension money?

It's a burning question that Teamster members in the Central and Southern regions of our union want answered. But the Central States trustees continue to stonewall our benefits as we near the Teamster election.

In the past five years Teamster members in freight, UPS, and carhaul negotiated the highest pension contribution increases in the history of the union. But those increases still have not translated into the increased benefits our members deserve.

As Ron Carey put it, "In short, management has four Central States trustees and the failed union leadership of the past has four trustees—but Teamster members have none."

Ron Carey is turning up the heat on our trustees as we approach national UPS negotiations a few months from now. In a Sept. 19 letter to the trustees Carey asks directly for their resignations stating:

"I don't know whether you and the management trustees are withholding pension increases because of union politics, to save money for the employers, or for some other reason. ...

"... It is particularly important that you resign now before we begin new contract negotiations with UPS and before the start of national freight contract negotiations that are little more than a year away."

Despite the historic increases in employer pension contributions and despite a 25 percent increase in fund assets in 1995 alone, our Central States trustees continue to play politics and stonewall long-deserved benefit increases for Teamster members.

Central States is paying benefits that

are much lower than other Teamster pension plans. New York Local 804 and Chicago Local 705 both pay \$2,300 a month for 25-and-out and \$2,800 a month for 30-and-out.

The fight for our well deserved increases has turned into a hostage crisis with both union and employer trustees working hand in hand to withhold our long deserved benefit increases. As Ron Carey put it, "In short, management has four Central States trustees and the failed union leadership of the past has four trustees—but Teamster members have none."

Carey's action comes just two months after he sought the removal of Jerry Cook as Central States trustee when he learned that Cook spent some \$30,000 out of an officials-only pension fund to pay off a personal debt to his ex-wife! Cook refused Carey's request that he resign and the remaining three trustees resisted taking any direct action to protect the members' interests. (See story below.)

Out of frustration some members blame Carey for the hold up on benefits. But if Hoffa can deliver the goods, why doesn't he do it right now? The four union trustees are his friends. Jerry Cook has been out campaigning with Hoffa. Jerry Younger has hosted Hoffa at his local union.

The problem lies with the system. Ron Carey has taken the trustees on and he's working hard to change the system. Jimmy Hoffa Junior likes it just the way it is, with his friends guarding the cookie jar.

Trustees Play By Their Own Rules

Presently, the trustees of the Central States Funds lack any accountability to the members, to local officers, or to the elected General President. All four union trustees are left over from the old Conference bureaucracy that Junior Hoffa supported and Ron Carey abolished.

They are governed by rules made by themselves and for themselves, leaving the members and the General Presi-

dent with no power to control benefits or remove incompetent trustees. Carey, himself, does not seek that power in a belief that the trustees should be accountable to the members whose hard earned money builds our benefit funds.

At the Teamsters Convention in Philadelphia, the Pension and Benefits Committee adopted a resolution that would take an important step in that direction. It called for all union trustees to be active members or officials elected democratically and openly by participating local unions. Under those guidelines, all four current trustees would be disqualified since three of them are retired officers and all of them were elected undemocratically.

Carey, himself, does not seek that power in a belief that the trustees should be accountable to the members whose hard earned money builds our benefit funds.

Playing the Employer's Tune

The trustees' total lack of action could not be orchestrated any better by UPS or any of our other Teamster employers. In the meantime, the members suffer. Later this year Teamster leaders expect UPS to once again try to divide our membership during negotiations by proposing to split off into a separate company-controlled pension plan. With benefit increases being held

Cook's a Crook

Carey Calls For Ouster of Fat Cat Trustee

On June 21, 1996, Teamster president Ron Carey urged the Central States trustees to remove Jerry Cook as a trustee of the pension and health and welfare funds after a review of records uncovered that Cook had seriously breached his fiduciary duty as a trustee of the Southern Conference of Teamsters Pension Fund. In 1994, while Cook served as chairman of the pension plan's board of trustees, the fund paid over \$30,000 on a personal debt owed to Cook's ex-wife. As a trustee of this officials-only pension plan, Cook was charged with overseeing the day-to-day operations of the fund, including the review of all disbursements made to recipients.

But the Central States trustees failed to take swift and decisive action against Cook, seemingly putting Cook's interests ahead of the members. They commissioned their own independent investigation of the affair, carried out by a management law firm. To no one's surprise the trustee's investigator reached the same conclusion as the IBT. His report, issued Sept. 16, states, "We believe that a reasonable

hostage, less union-conscious members will have one more reason to consider the company's proposal.

Carey has warned the trustees that "we must have trustees in place who will provide pension increases our members have already earned so the union doesn't end up negotiating twice for the same improvements."

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In the past year pension fund assets have increased from \$12 billion to \$15 billion, leaving the fund nearly 90 percent funded. Few things would make our employers happier than a fully funded pension plan. It's their get out of jail free card and they're lobbying hard in the anti-worker Congress to pass a bill that would get them there. We don't need trustees who will do their dirty work for them.

We ask every Teamster member to stand behind Ron Carey and demand that the current trustees step down from their posts and allow accountable, active members of our union to take the reins and create the benefits we deserve. Sign and circulate the Teamster petition today.

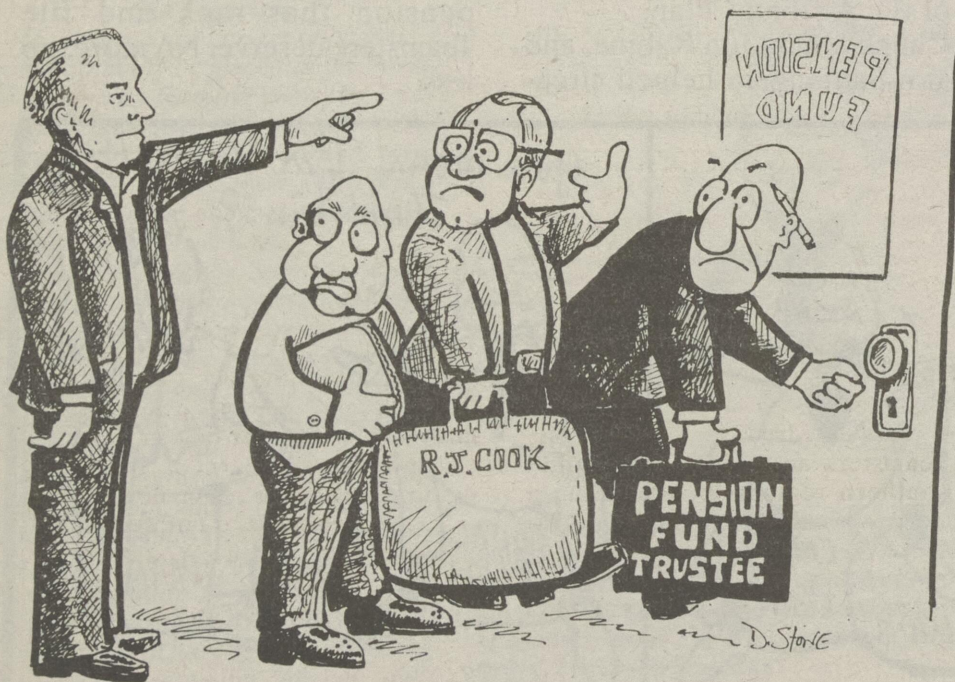
basis exists for concluding that Cook is ill-equipped to continue to serve as a trustee of an ERISA pension plan."

As *Convoy Dispatch* went to press one week later, no action had been taken by the Central States trustees. Cook and the three other old guard trustees are all supporters of Junior Hoffa. Cook has actively campaigned with Hoffa in Georgia, as has trustee Jerry Younger in Nebraska.

If and when Cook is removed, members are still faced with the lack of a democratic procedure for selecting his replacement. As it stands now, a board of nine local union officers from the nine Southern states in the fund will choose a replacement trustee.

At the IBT Convention, the Pension and Benefits Committee approved a resolution that would require a more accountable and democratic trustee selection process.

In addition, Ron Carey has asked for the resignation of all four Central States trustees stemming from their failure to implement negotiated benefit increases in UPS, freight, and carhaul.



Keep Your Hands Off the Members' Money

Teamster pension and health benefit funds have long held a stigma as being a cookie jar for corrupt officials and the mob. How many Teamsters who visit Las Vegas can't help but remember the millions of dollars bilked out of the Central States fund to pay for all the glitz and glamor? Unfortunately, past abuse at the Central States fund was not an isolated example.

Since Ron Carey took office in 1992 hundreds of corrupt Teamster officials have been removed or suspended from our union for stealing the members' money. Past leaders weakened our union by turning a blind eye to the cor-

ruption at our benefit funds.

The International union has spearheaded or assisted in several lawsuits to recover millions of dollars looted and wasted by corrupt officials. In Chicago, an Ethical Practices Committee investigation exposed several schemes and scams run by former Local 705 officials that cost the local's health and welfare fund millions. The International filed a RICO lawsuit against the former officials, an attorney, a doctor, and the mob and successfully recovered over \$13 million.

In the New York/New Jersey area lawsuits and trusteeships have tossed

numerous corrupt officials out of our union and, where possible, have recouped millions of dollars in stolen funds. Similarly, in Michigan the International is supporting efforts by four Teamster members to have the trustees of their health fund removed after learning that fund money regularly paid for extravagant entertainment expenses including golf outings, topless bars, and high-priced local restaurants and bars.

Carey's actions to protect our benefit funds are strengthening our union by securing our money, improving our image, and restoring the union

into the hands of the membership to keep the lid sealed on corruption. There's more to be done but we're on the right path.

Need More Pension Reports?

This four-page report was published by Teamsters for a Democratic Union. If you would like more copies, contact TDU at P.O. Box 10128, Detroit, Mich. 48210, (313) 842-2600.

Teamster Convention Takes Action on Pension Reform

Two pension reform proposals came before the Teamster Convention in Philadelphia in July. The convention passed an amendment to the IBT Constitution adding a Union Fiduciary's Code of Ethics.

The code provides that union benefit fund trustees must make sure employers make required contributions, must not cause the plan to incur unreasonable expenses, and must not profit personally from their position. Violations of this code, already punishable under federal law, will now be subject to internal union charges as well, thereby increasing trustee accountability to the members.

A second reform proposal came in the form of a resolution calling for all union benefit trustees to be active

Teamster members or union officials who would be selected by a democratic procedure that provides for accountability to the membership. The resolution was adopted by the convention Pension and Benefits Committee but did not come before the convention for a vote. It will be addressed at the Special Convention in 1997.

The resolution, although not binding, puts added pressure on our current Central States trustees to resign their positions as they would no longer meet the requirements for service as a trustee. In addition, it would force the redesign of our current trustee selection process in some of our largest pension funds toward a more democratic and accountable system of choosing our representatives.

Does Ron Carey Really Have Four Pensions?

How many pension plans are you accruing credits on from your employer's contribution? For most of you, one—in Central States, the Western Conference, New England or perhaps a local union plan.

How many pension plans is Ron Carey accruing credits on from your dues dollars? One—the Family Plan that covers all International officers and staff at Teamster headquarters.

So why does Hoffa Junior spread the lie that Carey has four and five pensions?

Because Junior doesn't want you to know Ron Carey is the first General President in our union's history who has cut pension plans, not porked them up.

Junior doesn't want you to know Carey has done what no Teamster president before him dreamed of—eliminated extra pensions, refused extra pensions, cut his salary by one-third, and stamped out the multiple salaries, no-show jobs, and endless perks he has had the power to control.

Most importantly, Junior doesn't want you to remember that he became a millionaire by age 35 off the inheritance from his father's multiple pension plans, pensions his father

helped create.

Junior doesn't want you to remember that he has no Teamster pension because he's never been a working Teamster long enough to qualify.

Ron Carey worked at UPS for 12 years as a rank and file member of our union earning credits in the Local 804 Pension Plan, just like every Teamster member he worked with. As an elected president of Local 804 he maintained his local pension but like all officers in New York at that time he also became a participant in the JC 16 Pension plan and the Teamster Affiliates Pension Plan, two officials-only plans set up by old guard power brokers long ago.

As General President, Carey automatically transferred into the Family Plan covering all International officers and staff. **It is the only pension plan Carey has earned credits on since taking office in 1992.**

So Carey earns credits in just one pension plan. More importantly, Carey has taken action to eliminate or freeze six officers-only plans that Hoffa's friends set up.

If Hoffa and the old guard were to get back into our International union, how many of those six would they bring back?

'Your collaboration with management ... plays right into UPS's hands'

The following are excerpts from a Sept. 19 letter Ron Carey sent to the union trustees of the Central States Pension and Health Funds.

"I'm writing to ask that you resign as the union trustees of the Central States Pension and Health Funds.

Once you have done so, participating locals should democratically choose new trustees who will be accountable to our membership.

... You and the management trustees have failed to provide the kind of pension increases that appear to be possible given the huge increase in employer contributions our members won in recent contract negotiations.

... I don't know whether you and the management trustees are withholding pension increases because of union politics, to save money for the employers, or for some other reason. You have repeatedly refused to provide information about the Funds that I have requested — and there is currently no procedure in place so the members can hold you accountable for your inaction.

It is particularly important that you resign now before we begin new contract negotiations with UPS and before the start of national freight contract negotiations that are little more than a year away ... Your collaboration with management to hold down pension increases plays right into UPS's hands.

... Three of you were originally chosen by the Central Conference and Southern Conference—a wasteful and undemocratic layer of bureaucracy that we abolished in 1994. You then set up an undemocratic method for filling vacancies.

In addition, one of you—Jerry Cook—was chairman of another benefit fund (the Southern Conference of Teamsters Pension Fund) when it paid Cook's ex-wife more than \$30,000 which he personally owed her. Despite my requests, Cook has refused to resign as a Central States trustee, and the other three of you have failed to clean up this problem by removing him yourselves.

In short, management has four Central States trustees and the failed union leadership of the past has four trustees—but Teamster members have none ...

... The money in the Central States Funds belongs to the members. You and the management trustees have no right to stand in the way of benefit increases they have earned—no matter what your motive.

I urge you to submit your resignations immediately so you can be replaced by trustees who are elected democratically by participating locals and accountable to our members."

It's Our Money—Not Junior Hoffa's!

Tell the Central States trustees to stop playing politics with our pension money.

Join hundreds of rank and file Teamsters across the central and southern regions in circulating a petition calling on our Central States trustees to resign immediately and for local unions to replace them with democratically chosen trustees who will put the members first.

We cannot go into UPS negotiations in a few months and freight negotiations a little over a year from now without the pension increases we have already earned. Tell the pension trustees to resign now!

To get involved and circulate the petition contact the Ron Carey Campaign at (202) 393-8197. Return completed petitions to the Ron Carey Campaign, P.O. Box 77067, Washington, D.C. 20013.

It's Your Union.

It's Your Money.

It's Your Choice!

Ron Carey

- ◆ Negotiated 25-and-out for Local 804 Teamsters in 1968, a pioneering concept.
- ◆ Negotiated highest pension contribution increases in Teamster history in UPS, freight, and carhaul.
- ◆ Has eliminated, frozen, or reduced **six** officers' pension plans since taking office.
- ◆ Has spearheaded civil and racketeering lawsuits at corrupt local health and welfare funds in New York, New Jersey, Chicago and Detroit to protect the members' money.
- ◆ Proposed resolution on pension reform calling for accountability in pension trustee selection. Passed by committee at IBT Convention.
- ◆ Proposed constitutional amendment adding a fiduciary code of ethics for union benefit fund trustees in Teamster plans. Passed at IBT Convention.

Junior Hoffa

- ◆ Never negotiated a 25-and-out.
- ◆ Never negotiated a contract, let alone benefits, that he is willing to take credit for.
- ◆ Became a millionaire off of inheritance from father's multiple pension benefits.
- ◆ Hoffa's law firm defended the Michigan Health and Welfare Fund *against* Teamster members fighting to get proper benefit coverage.
- ◆ Proposed **no** resolutions or amendments on benefit fund reform.
- ◆ Ex-business partner of Allen Dorfman, one-time money man for the Mob at Central States before being rubbed out in parking lot.

Ron Carey **worked** as a **rank and file Teamster** before he was **elected** president of his local and later the International union. Six words you will **never** find on Hoffa Junior's resumé.

The Party's Over

ELECT THE RON CAREY SLATE IN NOVEMBER

\$500 Million Class Action Lawsuit

Ex-Driver Sues UPS Over Weight Limit

It comes as no surprise to UPS employees that despite being forced by the one-day health and safety strike called by Ron Carey to sign a settlement agreement, UPS continues to violate the agreement.

As many as 70,000 injuries a year afflict UPS Teamsters, many of them attributable to the unilateral decision to raise the weight limit from 70 to 150 pounds.

Now UPS faces a lawsuit. William Kirkendall, a UPS driver from Corning, New York is suing UPS, charging that he severely injured his back carrying the heavier packages, bringing an end to his 10-year career with the com-

pany.

The class-action lawsuit asks for as much as \$500 million in damages. The lawsuit alleges that Kirkendall "requested assistance from UPS for the lifting, carrying and delivering of heavy packages and was told by UPS that there was no one available to assist him, and that *he must complete each and every delivery by himself to remain employed by UPS.*" The lawsuit goes on to say that Kirkendall notified UPS of the severe health hazard created by these conditions and that his notifications were ignored by the company.

The lawsuit goes on to charge UPS with violating the Americans with Dis-

abilities Act by failing to provide a reasonable accommodation for Kirkendall after he had been injured on the job.

When Kirkendall's attorney, Luciano Lama, tried to reach a settlement with UPS he found them unresponsive. "In fact, they were quite unpleasant on the phone," he said, adding that he expects hundreds of

UPS employees and former employees to join the lawsuit, making it a class action.

Similarly injured past and present employees of UPS are encouraged to contact Luciano Lama, Esq., 501 A South Meadow Street, New York, N.Y., 14850; (607) 275-3425 for possible inclusion into the class action lawsuit.



UPS Calls the Cops on Local 988 Business Agent

UPS has tried to restrict access to Houston Local 988 BA Robert Alvarez, but when members called him to say supervisors were working the belt in violation of the contract, he didn't wait for an "appointment" to investigate. UPS's response—they called the police and accused Alvarez of trespassing. After Alvarez had been arrested and detained by the police, UPS dropped the charges. Alvarez says, "We know our rights, and UPS will not stop Local 988 from representing our members."

Freight Lines

CF Spins Off.

CF Motor Freight is following in Roadway's footsteps. CFMF is being spun-off into a stand-alone operation, to be called Consolidated Freightways Corporation (CFC). Canadian Freightways will also be part of CFC.

Essentially CF's unionized long-haul LTL operations will comprise CFC, and the Con-Ways and other non-union operations will comprise CNF Transportation. CNF Transportation will include Con-Ways, Emery Worldwide, Menlo Logistics, trailer manufacturer Road Systems and truck parts retailer VantageParts.

CFC, the new home of CF Motor Freight, will be essentially debt-free. The International Union has taken a cautious but optimistic view of the spin off. Ron Carey stated "The spin-off prevents the drain of resources from CF's unionized operations to subsidize the expansion of non-union subsidiaries." It also ties the fate of corporate management to that of CF.

Memphis Overnite Votes Teamster in Biggest Win Yet.

On Sept. 16 Overnite Transportation's Memphis terminal voted 219-201 for Teamster representation. It was a critical victory because Memphis is Overnite's second largest terminal and major Southern hub.

"This shows Overnite that they are spending enormous time, energy and resources on a losing battle," Ron Carey stated after the results came in.

"Working people have been under attack for some time. We, the employees, are now just becoming aware of it," said Overnite road driver Kyle Brooks. "If industries succeed in busting organized labor in this country, then our kids and our grandkids don't stand a chance. That's why I support labor the way I do."

Four days later Overnite workers in Marietta, Ga., voted 24-16 to go Teamster, another important win.

The campaign to organize Overnite was launched in 1994. It's a monumental task, as Overnite has 175 terminals and 14,000 employees. The International organizing department has put major resources into the coordinated drive. We've now won elections at 20 terminals, and because of hundreds of unfair labor practices that the company has committed, the NLRB has issued bargaining order complaints at 15 other terminals. These 35 terminals represent about 30 percent of Overnite's workforce.

Big Pay Hike at J. B. Hunt.

J. B. Hunt announced a major pay hike as an attempt to eliminate driver turnover and improve service. The big nonunion carrier expects to pay for the raises through reduced recruiting and training costs, fewer accidents and more productivity. Hunt's turnover has topped 100 percent a year for road drivers, and they report it costs about \$4,000 to train a new driver.

Beginning in February, 1997, Hunt will pay 37 cents a mile to drivers with one year of experience and 41 cents to more experienced drivers. That's an increase of 8 to 12 cents over current rates. Management said that 4,000 of their 6,400 road drivers will get a raise. In addition, drivers will get two days off for every seven on the road, up from one at present. Hunt's 2,600 regional, local and dedicated contract drivers will also get a raise.

It is not clear if other truckload operators, such as Schneider National, will follow. Hunt is big enough to pressure other companies to react.

The move could signal future opportunities for union organizing in the truckload field. Transient drivers who come and go are hard to organize; if the workforce becomes more stable, drivers are going to want to improve the job they are likely to stay with.

UPS & Downs

Happy Holidays — Plan Ahead!

As we approach the holiday season we all know that UPS's volume is going to pick up. That means more feeder runs. Every year UPS fails to anticipate the increased volume and then begins subcontracting. There is no excuse for this. UPS must be held to the language of Article 32.

Your local union should be meeting with UPS management NOW to get a realistic estimate of holiday volume and to make plans to accommodate that increased volume from within the bargaining unit. If they have not done so, raise hell! A failure to plan ahead on UPS's part does not constitute a "crisis" on our part.

Article 26 says "During peak season, the Employer will make every reasonable effort to use current UPS employees and hire sufficient number of employees to handle peak volume. After doing so, the Employer may use alternate means of transporting packages during peak season and will utilize union carriers whenever possible. Plans to utilize outside carriers will be reviewed and agreed with the Local Union." If your local union does not address this situation now you can rely on UPS to play dumb and subvert the intention of the contract by subcontracting come peak season. Don't allow that to happen.

Management Loses Attempt to Escape Labor Law.

On Aug. 20 the U.S. Court of Appeals in Washington unanimously ruled against UPS and upheld the Teamster position that UPS is under the National Labor Relations Act. UPS had sued the NLRB in a move to get out from under normal labor law and instead come under the Railway Labor Act (RLA), which covers railway and airlines employees.

UPS moves 90 percent of its packages on the ground, and has been under the NLRA for 47 years, so the case is clear cut. But UPS has persisted in this tactic anyway to try to weaken our union rights and bargaining strength. Under the RLA airline unions cannot call local strikes and must undergo lengthy cooling-off periods before any job action can be threatened.

UPS may possibly try to use its political clout to get a bill introduced in Congress to accomplish its goal. UPS is among the largest corporate contributors to federal candidates this year. From Jan. 1, 1995, through July 31, 1996, UPSPAC gave \$1.25 million (\$797,574 to Republicans and \$450,005 to Democrats). Another \$103,400 went to political party committees. But the International union is taking action to head off any such move in Congress.

Teamster attorney Christy Hoffman said that a "cloud has been lifted" in favor of the union, prior to the beginning of bargaining for our new national contract with UPS.

Friday Schedule

Registration	11 a.m. - 5 p.m.
Workshops	1 p.m. - 3 p.m.
Coffee Break	3 p.m. - 3:30 p.m.
Workshops	3:30 p.m. - 5:30 p.m.
Reception with Diamond Walnut and Detroit Newspaper Strikers	5:30 p.m. - 6:30 p.m.
Dinner	6:30 p.m. - 7:30 p.m.
Dinner Program	7:30 p.m. - 9 p.m.
Diana Kilmury, IBT Vice President Tom Gilmartin, IBT Vice President	
Reception and Cash Bar	9 p.m. - midnight

FRIDAY WORKSHOPS

HOW TO GET THE VOTE OUT IN YOUR AREA: PHONEBANKING, LEAFLETING, AND MORE. Detailed instructions on organizing our campaign for the final weeks and the push to victory. National Carey campaign coordinators will join rank and file phone bank experts in getting ourselves organized.

THE 1996 IBT CONVENTION AND THE 1997 SPECIAL CONVENTION. Review events from Philadelphia and discuss the issues that remain on the table as we approach a special convention in 1997. How will the lineup of forces from July shift following a victory for reform? What opportunities does this create for strengthening reform in our union?

OUR UNION STRUCTURE: HOW IT WORKS AND HOW TO MAKE IT WORK FOR YOU. What are the different levels of power and influence in the IBT and how do they function? What's behind the debate over local autonomy versus a strong International? Learn more about the ins and outs of decision making, finances, and how we can make this structure work best for the membership.

SUSTAINING THE CAMPAIGN SPIRIT: BUILDING OUR NETWORKS BEYOND THE CAMPAIGN. How do we sustain our momentum beyond the campaign and channel it into contract campaigns, organizing, and more? We will develop strategies to keep Carey campaigners active, involved and fighting to keep a sharp edge on reform in our union.

WHAT DIRECTION FOR THE TEAMSTERS? THE NEXT FIVE YEARS. Evaluate and discuss some of the key issues facing our union in the next five years—cleaning out the remaining elements of the old guard, organizing, and building an activist union that mobilizes members and takes on larger issues of justice in our community.

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP. Learn practical strategies and techniques for building our union's strength through membership mobilization.

SATURDAY WORKSHOPS

HOW TO GET THE VOTE OUT IN YOUR AREA: PHONEBANKING, LEAFLETING, AND MORE. Repeated from Friday.

FAMILY AND MEDICAL LEAVE ACT. A seminar with an overview of this new law and what it means for union members and leaders, in terms of bargaining and membership rights involving absenteeism policies as well as family and medical leave.

RUNNING FOR LOCAL UNION OFFICE. Learn proven strategies and tactics from successful candidates on how to run a campaign for local union office. Topics include writing and designing literature, fundraising, face-to-face campaigning, building your network, and more.

USING THE ETHICAL PRACTICES COMMITTEE. EPC panelists will explain when and how to file a complaint, how it is handled, and the investigation and hearing process.

THE TEAMSTERS AND THE NEW AFL-CIO: BUILDING A PROGRESSIVE LABOR MOVEMENT. Many observers predict a resurgence of the labor movement especially in political action and organizing new members. Panelists will discuss what it all means for the Teamsters and how can we be an influence in shaping the future of the labor movement.

WORKPLACE STRATEGIES: ORGANIZING TO WIN ON THE SHOP FLOOR. Trying to build grievance support? Trying to build workplace solidarity? Trying to figure out how to create bargaining power for your next negotiations? This workshop is designed to help us learn how to put our ideas into action.

PUTTING THE MEMBERS FIRST IN CONTRACT NEGOTIATIONS. Teamster Warehouse Division Director Tom Leedham will assist union leaders in how to use one-to-one contact, membership surveys, solidarity actions, and other techniques to transform contract negotiations into a collective action with more muscle at the table.

MANAGING YOUR LOCAL UNION OFFICE: FINANCES AND ADMINISTRATION. The nuts and bolts of getting the union hall in order from finances to staffing to planning. Local union officers will discuss how they organize their time, build local programs, conduct meetings, and more.

Saturday Schedule

Registration	8 a.m. - 10 a.m.
General Session	9:30 a.m. - noon

Speakers: Panel of Teamster activists
Organizer's Report: Ken Paff, TDU National Organizer
Nominations for International Steering Committee (ISC)

Lunch	Noon - 1 p.m.
Workshops	1 p.m. - 3 p.m.
Coffee Break	3 p.m. - 3:30 p.m.

General Session 3:30 p.m. - 5:30 p.m.

Financial Reports
TDU and the Future
Speaker: Sergio Lopez, International Trustee,
Field Coordinator, Carey Campaign

Special Events and Cocktail Hour 5:30 p.m. - 7 p.m.

Reception with members of Ron Carey Slate
UPS Teamsters Meeting: *New Technology at UPS*
Voting for ISC

Banquet 7:30 p.m. - 10 p.m.

Chair: Lucio Reyes, Local 601
Speakers: Bill Slater, Local 315 retired, Martinez, Calif.
Ron Carey, IBT General President

Voting for ISC 10 p.m. - 11 p.m.

Reception and Cash Bar 10 p.m. - midnight

Sunday Schedule

Women's Network	7:30 a.m. - 9 a.m.
Jurisdictional Meetings	9 a.m. - 11 a.m.
Carhaul Freight Grocery UPS Local Contracts Public and Service Sector	
Lunch	11am - 12 noon
Workshops	12noon - 2pm
Closing Session	2pm - 3pm
Introduction of ISC Election of Officers	

SUNDAY WORKSHOPS

WOMEN AND PEOPLE OF COLOR COMMITTEE. The committee will host a workshop on fighting discrimination on the job and in the union, and meet to discuss plans for the upcoming year.

BUILDING A RANK AND FILE CAUCUS IN YOUR LOCAL UNION. Rank and file reformers will discuss the steps they followed in organizing a successful caucus in their local unions. Whether you are just getting active or are part of an established group in your local, activists can acquire new tools and develop new strategies to spread reform wider in your local.

IBT TRUSTEESHIPS AND THE REFORM MOVEMENT. Learn when and why trusteeships happen and what rank and filers are doing to rebuild these local unions from the bottom up once the fat cats have been tossed out.

GIVING YOUR BOSS AN ART ATTACK. Learn creative, innovative and fun ways to put pressure on your boss.

PRODUCING LITERATURE AND NEWSLETTERS. Good literature is an important means of communicating your message and maintaining visibility. Learn techniques to help you create eye-catching, effective literature.

LEGAL RIGHTS OF UNION STEWARDS. Attorney Robert Schwartz, author of the book of the same name, will discuss your rights under the Weingarten rule, the steward's right to information from the company, and NLRB protection from company-imposed unilateral contract changes.

FILM AT ELEVEN: GUARANTEED TECHNIQUES TO GET YOUR LOCAL INTO THE NEWS. Learn professional techniques for getting your activities noticed by the media. From newspapers to radio to television, labor's voice needs to be heard and we, as Teamsters, should take the lead in making it happen.

PENSION RIGHTS AND REFORM. Report and discussion on major issues involving our pension funds. Why do benefits differ? Can we win cost of living for retirees? Also to cover the status of pension plans for officials.

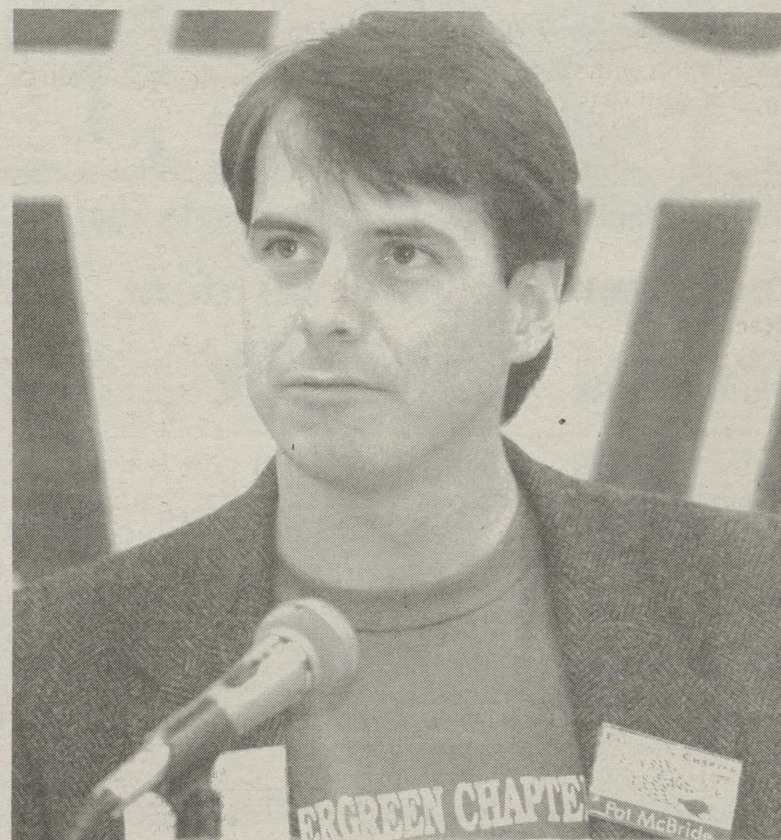
1996 TDU RANK & FILE CONVENTION

Oct. 11-13
Henry VIII
Hotel
St. Louis

Pat McBride
Local 599, SuperValu
Tacoma, Wash.

At last year's TDU convention I was elected to the TDU Steering Committee, quite an honor for a rank and file Teamster.

I hope to see even more rank and file members at this year's convention. This is our chance to participate in shaping our own future.



NORTHWEST AIRLINE DISCOUNT TRAVEL

Northwest Airlines is the official airline for the TDU Convention. Attendees flying Northwest may receive 5% off published fares or 15% off certain full-rate fares.

To receive discount, you or your travel agent must call Northwest Meeting and Incentives reservations at 800-328-1111 between 7:30 a.m. and 7:30 p.m., Central Time, Monday through Friday. Refer to WORLDFILE NM7CT to receive discount.

Convention Information

PLACE: Henry VIII Hotel, 4690 N. Lindbergh, St. Louis. All sessions will take place in the hotel.

The hotel is located five minutes from Lambert International Airport.

Hotel features include jogging trail, sauna, whirlpool and indoor swimming pool. Shuttle service is available to nearby attractions. All guest rooms include refrigerators.

Use the form at right to reserve guest rooms through TDU at our special group rate.

TIME: The convention will begin at 1 p.m. on Friday, Oct. 11, and close at 3 p.m. on Sunday.

TRANSPORTATION: Free 24-hour shuttle service between the airport and Henry VIII Hotel. Follow signs to ground transportation and use courtesy phone to call for pick up.

If driving, the hotel is located on Lindbergh (U.S. 67) one-half mile north of I-70 and one mile south of I-270. Ample free outdoor parking.

CHILDCARE will be arranged if needed for a small fee, but you must contact the TDU office no later than Sept. 20.

QUESTIONS? Call the TDU office at (313) 842-2600.

TDU Rank & File Convention, Oct. 11-13

REGISTER NOW!

Postmark your registration no later than Sept. 20 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$150 x ____ = ____

Sat. & Sun. \$105 x ____ = ____

Sat. only \$75 x ____ = ____

Total Registration Cost = _____

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$69 per night (all taxes included), either single or double. If sharing cost of room, please indicate other party.

☐ single room

☐ double room with (_____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$69 = Housing Cost = _____

☐ \$35—one-year membership

☐ \$85—three-year membership

☐ \$20—spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COSTS = _____

☐ \$10 if postmarked by Sept. 20 (\$5 if one day)

☐ \$10 travel over 500 miles one way

☐ \$20 travel over 800 miles one way

Total Discount = _____

Cost Minus Discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Visa/Mastercard # _____ Exp. date ____/____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210

Teamsters:

It's Your Union, It's Your Choice

Teamster General President

RON CAREY

- Worked as a Teamster UPS package car driver for 12 years and was an elected shop steward for Local 804.
- Is a proven union leader. Has served as president of New York Local 804 since 1968.
- Is a proven International Teamster leader. Has served as the first elected president of the Teamsters union since 1992.
- Is an experienced, skillful negotiator of national Teamster contracts.
- Has increased Teamster membership—the first increase in 12 years—through new, innovative organizing programs.
- Has balanced the International's budget, which had been operating in the red for 16 years.

Attorney

JUNIOR HOFFA

- Teamster work experience limited to summer jobs while in college.
- Has never served as a local officer, or even a union steward.
- Has never served as an International officer.
- Has never negotiated a national contract, or any contract he's willing to take credit for.
- Wants to slash organizing department.
- Has never balanced a budget. The Ohio/Michigan strike fund he organized went bankrupt in only two months.

The future of our union is up to you. Every member will receive a ballot in the mail mid-November. You have the power to help decide the future course of our union.

If you are concerned about our Teamsters union, get involved now.

For more information on what you can do, contact TDU at (313) 842-2600 and the Ron Carey campaign at (202) 393-8197.

**FOR PROVEN, STRONG, EFFECTIVE
LEADERSHIP**

VOTE TO ELECT THE

RON CAREY SLATE

IN NOVEMBER 1996
